

---

**UNITED STATES MARINE CORPS**  
THE BASIC SCHOOL  
MARINE CORPS TRAINING COMMAND  
CAMP BARRETT, VIRGINIA 22134-5019

**SUSTAINING THE  
TRANSFORMATION DG  
W4S0010XQ  
STUDENT HANDOUT**

---

## Sustaining the Transformation

---

### Introduction

Marine Corps Reference Publication (MCRP) 6-1 1D, Sustaining the Transformation, is designed to aid Marine leaders at all levels in their efforts to sustain the transformation process. It describes the phases of the transformation so that we can better understand the process, alerts us to obstacles that can impede the process, guides us in overcoming those obstacles, and provides us with examples of success. By using this publication, Marine leaders ensure that the efforts of our recruiters, drill instructors, troop handlers, and squad and section leaders are sustained, and that we provide a command climate in which all Marines can succeed.

### Importance

We make Marines through a process called transformation. During this process, we change young men's and women's lives forever by imbuing them with our nation's highest ideals. Since the birth of our Corps, Marines have been forged in the crucible of our entry-level training, whether it be recruit training or Officer Candidates School. Transformation does not end at the conclusion of entry-level training; it continues throughout a Marine's service—whether that service ends after a single enlistment or lasts 30 years. Marines maintain standards that are consistent with our core values of honor, courage, and commitment. In order for the transformation to be successful, every Marine must take ownership of the process—it is every Marine's responsibility.

### In This Lesson

Students are expected to read MCRP 6-11D in whole. The student handout will serve as a venue for the Learning Objectives to be given to student officers at The Basic School.

---

## Learning Objectives

### **TERMINAL LEARNING OBJECTIVE(S):**

- 1 . While part of a Marine Corps unit, demonstrate Marine Corps Core Values, IAW MCRP 6-11B. (TBSVALU-1001)
- 2 . While serving as a leader of Marines, demonstrate the leadership principle "ensure tasks are understood, supervised, and accomplished" to support the mission of the Marine Corps and maintain combat readiness. (TBS-CORE-2109)
- 3 . While serving as a leader of Marines, demonstrate the leadership principle "seek responsibility and take responsibility for your actions" to support the mission of the Marine Corps and maintain combat readiness. (TBS-CORE-2108)
- 4 . While serving as a leader of Marines, demonstrate the leadership principle "keep your Marines informed" to support the mission of the Marine Corps and maintain combat readiness. (TBS-CORE-2107)

### **ENABLING LEARNING OBJECTIVE(S):**

- 1 . (Quiz) Given an evaluation, define the transformation in accordance with MCRP 6-11D. (TBS-CORE-2106c)
- 2 . (Quiz) Given an evaluation, identify ways a leader can sustain the transformation in accordance with MCRP 6-11D. (TBS-CORE-2106d)
- 3 . Given a scenario, apply sustaining the transformation concepts in accordance with MCRP 6-11D. (TBSCORE-2106e)
- 4 . (Quiz) Given an evaluation, identify ways to keep your Marines informed while upholding officer professionalism. (TBS-CORE-2107a)
- 5 . (Quiz) Given an evaluation, identify the theory of authoritarian leadership without omission. (TBSCORE-2109a)
- 6 . (Quiz) Given an evaluation, identify the theory of persuasive leadership without omission. (TBS-CORE-2109b)
- 7 . Given a scenario, apply leadership theory to accomplish the task or mission. (TBS-CORE-2109c)
- 8 . While part of a Marine Corps unit, make ethical decisions when there is no reference or guidance IAW the TBS Five Horizontal Themes. (TBS-VALU-1002d)

## Notes